

AGN. NO. _____

MOTION BY SUPERVISOR MICHAEL D. ANTONOVICH

NOVEMBER 8, 2005

NURSE RECRUITMENT

The Michael D. Antonovich Registered Nurse Scholarship Program has been successful in recruiting entry-level nurses in Staff Nurse and Clinical Nurse positions. As of 2001, the Health Department received 86 applications of nursing scholarships from two-year nursing students, of which 27 passed the State board nursing exam and were hired in health facilities. Expanding this scholarship program to commit full scholarships to two-year and four-year nursing students will be beneficial. The Health Department reported that it would need to solicit nursing students with scholarships contingent upon quarterly and semester assessments of the nursing students full-time enrollment and grading progress reports for these nursing students. In exchange, the nursing students will work a minimum of four years at County health facilities upon passing their State board nursing exams.

Currently, there are 571 nurse vacancy positions in Los Angeles County hospitals and clinics that include: 259 at LAC+USC Medical Center, 234 at King Drew Medical Center, 76 at Rancho Los Amigos Rehabilitation Center, and 2 at High Desert Health System. It is essential to explore new programs such as the UCLA School of

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Nursing Master's Program to recruit and hire experienced nurses in Supervising/Experienced Staff Nurse and Nurse Manager positions for all of our County health facilities in order to address the nursing shortage and hire qualified nurses in our County health facilities.

I, THEREFORE, MOVE that the Board of Supervisors direct the Director of Health Services to:

1. Expand the Michael D. Antonovich Registered Nurse Program to commit full scholarships to nursing students enrolled in two-year community colleges and four-year colleges with a minimum of four years commitment to County employment. This is to include the acceptance of scholarship applications year-round and issue scholarship funds at the beginning of Spring and Fall semesters or quarters, contingent upon assessments of nursing students.
2. Establish a pilot nurse recruitment program with the UCLA School of Nursing to recruit experienced nurses in Supervising/Experienced Staff Nurse and Nurse Manager positions at all County health facilities.
3. Reallocate existing funds for nurse recruitment, including tuition reimbursement funds and additional funds to expand or establish these new programs.

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